Motion 2

Background:

The Faculty Affairs Committee (FAC) received a request from the UFRC via the Executive Committee to review the existing language of section 6.3.7.3 of the Faculty Handbook regarding the functions of the UFRC (see bold italics below):

“1. The first function of the UFRC is to conduct a procedural review concerning each candidate to ensure that all required procedures have been followed. If the UFRC concludes that required procedures have not been followed and that such failure may result in negative consequences to the candidate or the University, it shall so inform the Provost.

2. The second function of the UFRC is to ensure that the department has applied standards of scholarly or creative activity that are nationally recognized as appropriate in the candidate's discipline and consistent with the UMBC criteria found above in 6.2. The UFRC may consult individuals outside of UMBC only to determine those types of scholarly or creative activities that are nationally recognized as appropriate by any particular discipline. The UFRC may not consult individuals outside of UMBC to evaluate the candidate. If the UFRC finds that the DP&TC, the Department Chair, and/or the appropriate Dean failed to apply such standards, it shall so inform the Provost.

3. The third function of the UFRC is to ensure that the evaluation of the candidate is fair. It should be free from personal animosity or favoritism or from bias with regard to age, sex, race, religion, or national origin. If the UFRC feels that additional information is required in this assessment, it shall so inform the Provost. If the UFRC finds evidence of unfairness, it shall recommend to the Provost that the matter be referred to the Faculty Grievance Committee, which shall be constituted as the Faculty Board of Review. If the matter cannot be resolved by the Faculty Grievance Committee, the Provost shall constitute a new advisory committee.

4. The fourth function of the UFRC is to evaluate the candidate's qualifications for promotion and/or tenure and to vote on those qualifications. The UFRC shall rely on the information in the candidate's dossier for this purpose. If it wishes additional information, it should consult with the DP&TC. If the UFRC finds that the DP&TC, the Department Chair, and/or the appropriate Dean has failed to apply standards described in paragraph 2 above, it shall so inform the Provost.

Rationale:

Although perhaps required in the past, license to consult individuals outside of UMBC with regard to the standards used by the DP&TC and respective Dean is no longer a necessary function of the UFRC. Moreover, consulting such outside individuals without DP&TC oversight or informing the candidate is neither a fair nor transparent review process.
Motion:

The Faculty Affairs Committee recommends that Section 6.3.7.3 of the Faculty Handbook be amended by striking the 2nd and 3rd sentence of section 2 above (bold).